

### Basic Information

Firmwide (Multiple Locations)    **Recruiting Contact:**  
 Organization Size: 294    Ms. Gabriela DelAguila  
 Office Size: 423    Manager of Attorney Recruiting  
**Hiring Attorney:**    Silicon Valley Center  
 Ms. Lara Foster    801 California Street  
**Hiring Attorney #2:**    Mountain View, California (CA) 94041  
 Ms. Saina Shamilov    United States  
    **Phone:** 650-335-4949  
    recruit@fenwick.com

### Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year)    215,000  
**Summer Compensation**  
 2022 compensation for Post-3Ls (\$/week)    4,135  
 2022 compensation for 2Ls (\$/week)    4,135  
 2022 compensation for 1Ls(\$/week)    4,135

### Partnership & Advancement

Does the firm have two or more tiers of partner?    No  
 If no, how many years is the partnership track?

### Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	100	164	18	14	30
	Women	35	156	14	10	34
	Non-binary	0	1	0	0	0
	<b>Total</b>	<b>135</b>	<b>321</b>	<b>32</b>	<b>24</b>	<b>64</b>
<b>Latinx</b>	Men	2	10	1	0	3
	Women	0	15	0	0	6
	Non-binary	0	0	0	0	0
<b>White</b>	Men	81	93	12	9	19
	Women	28	61	11	5	12
	Non-binary	0	1	0	0	0
<b>Black or African American</b>	Men	1	11	1	1	3
	Women	1	11	1	1	4
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	11	32	3	2	5
	Women	3	57	1	4	12
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	2	5	0	2	1
	Women	3	7	1	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	2	0	0	0
	Women	1	1	1	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	2	11	0	0	6
	Women	0	9	1	0	2
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	4	6	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Hilarie Atkisson  
 Sr. Director of Corporate Social Responsibility/Pro Bono Counsel  
 (415) 875-2040  
 hatkisson@fenwick.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.4%
Average Hours per Attorney last year	24
Percent of associates participating last year	60%
Percent of partners participating last year	50%
Percent of other lawyers participating last year	69%

## Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2020	Prior Summer Associates	2021	Prior Summer Associates	2022
Entry-level	28	25	37	26	33
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	3	0	10	0	TBD
Lateral Associates	33	0	121	0	50+
All Other Laterals (non-traditional track)	9	0	8	0	TBD
Post-Clerkship	0	0	5	0	TBD
LL.M.s (U.S.)	1	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	32	6	37	9	54
1Ls	11	0	11	0	10

Number of 2021 Summer 2Ls considered for associate offers 37

Number of offers made to summer 2L associates 37

General Hiring Criteria We value high academic achievement among other factors, demonstrated leadership skills, entrepreneurial spirit, communication skills and professional experience.

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Banking, Finance Business, Corporate Government, Regulatory, Administrative International Labor and Employment	Corporate	67	9	172	26	8
Intellectual Property International	Intellectual Property	28	13	61	6	7

<b>Appellate</b> <b>Arbitration, Dispute Resolution,</b> <b>Mediation</b> <b>Business, Corporate</b> <b>Intellectual Property</b> <b>International</b> <b>Labor and Employment</b> <b>Litigation</b> <b>Tax</b>	Litigation	35	10	87	11	8
<b>Business, Corporate</b> <b>International</b> <b>Tax</b>	Tax	5	1	7	0	3

## Diversity & Inclusion

**Diversity Contact:** Ms. Mira Dewji

**Diversity Website/URL:** <http://www.fenwick.com/about/Pages/Diversity.aspx>

## Organization Narrative

Fenwick works closely with leading technology and life sciences companies that are changing the world through innovation. To keep pace with our dynamic clients, we are dedicated to building a diverse community of professionals and a culture where talented people thrive. We are proud of the opportunities that set us apart and encourage you to explore all we have to offer at [fenwick.com/careers](http://fenwick.com/careers).

### Technology and Life Sciences Focus

A Silicon Valley original, Fenwick has helped some of the world's most recognized companies become and remain market leaders, providing comprehensive legal services to groundbreaking technology and life sciences companies at every stage of their lifecycle. With more than 500 lawyers and locations in Mountain View, San Francisco, Seattle, New York, Santa Monica, Shanghai, and Washington, DC, we craft innovative and practical solutions for established and emerging companies.

### Technology and Innovation

Our firm's ethos mission mirrors that of the entrepreneurs, engineers, and scientists who populate innovative clients such as Amazon, Calm, Cisco, Coinbase, Databricks, Google, Meta, and Nextdoor. We are steeped in technology and value innovation and collaboration. By promoting an entrepreneurial culture of professionals who understand and use new technologies, we foster an environment in which anyone can contribute to the success and dynamism of our organization.

### Culture of Inclusion

From our founding in 1972, Fenwick has been committed to promoting diversity, equity, and inclusion both within the firm and throughout the legal profession. We believe that a diverse workforce helps us serve our clients better and encourages an environment of cooperation, respect, creativity, and mutual understanding in which everyone thrives.

### Advancing Diversity

We believe in the importance of developing a culture of authenticity, creating space for employees to feel a sense of belonging, and providing the tools, resources, and opportunities for our employees to feel supported and grow. From recruitment to development and advancement, our end goal is to ensure our employees can thrive as their authentic selves in their careers at Fenwick. Throughout the year, the importance of diversity, equity, and inclusion at Fenwick is exemplified through our programs, policies, and initiatives.

### Professional Development and Wellbeing

Fenwick's nationally lauded mentoring programs center on integrating new lawyers into the firm quickly and successfully, as well as providing support and career guidance for mid-level and senior associates, focusing on areas including practice group specialization and client development. In addition, Fenwick provides a suite of resources and benefits to support wellbeing and balance for professionals.

### Serving Our Communities

Fenwick is proud to serve our community through robust and innovative pro bono and corporate social responsibility programs. We have been a catalyst for pro bono collaboration in establishing partnerships with technology companies. To encourage pro bono legal services, Fenwick recognizes all approved pro bono work as billable hours for all purposes for non-partner attorneys.

### Firmwide Honors

- #1 in *The American Lawyer's* inaugural Composite Ranking Index for strong financial results and continued diversity efforts. (2021)
- One of the world's leading law firms working with technology companies by *Chambers Global*. (2022)
- One of the 100 largest firms in the US in terms of revenue by *The American Lawyer*. (2021)
- Over 26% of Fenwick partners are recognized by *Chambers Global* or *Chambers USA*. (2021)

### Recognition for Our Culture

- Received the National Public Service Award from the American Bar Association's Business of Law Section for our pro bono contributions. (2022)
- Among the top four most diverse Am Law 100 law firms in the U.S. by *The American Lawyer*. (2021)
- Among *Seramount's* 50 Best Law Firms for Women. (2021)
- 100% score (A+ rating) on The Human Rights Campaign Foundation's Corporate Equality Index for pro-LGBTQ+ policies and working environment for the 13th consecutive year. (2022)
- Achieved Mansfield 4.0 Certification Plus status from Diversity Lab for the diversity of Fenwick's leadership ranks. (2021)
- Recognized as one of the "Best Places to Work in the Bay Area" by *Silicon Valley Business Journal* and *San Francisco Business Times* (2022) as well as the one of the "Best Places to Work in New York City" by *Crain's New York Business*. (2021)
- Recognized as one of the "Best Places to Work in New York City" by *Crain's New York Business*. (2021)
- Honored as the top law firm in the western United States for the third consecutive year at the Americas Women in Business Law Awards by *Euromoney*. Fenwick was also named North America's best law firm for mentorship (for an eighth consecutive year), diversity, and pro bono work. (2021)

### Recognition for Excellence in Corporate, Litigation, IP, & Tax Law

- Recognized by *The Legal 500* in the highest tier nationally for technology transactions, middle-market mergers and acquisitions, patent licensing, and

- patent prosecution, as well as for venture capital and emerging companies work. (2021)
- Honored as Capital Markets Group of the Year by Law360. (2022)
  - Recommended among the top patent firms nationally and in California for prosecution and transactions, and among the top firms in California, New York, and Washington for litigation in *IAM's Patent 1000*. (2021)
  - Ranked Tier 1 nationally for startups and emerging companies work and for privacy and data security. Also ranked nationally for life sciences, M&A, tax controversy, and corporate and finance tax work by *Chambers USA*. (2021)
  - Among the top practices in California for debt and equity capital markets; life sciences; patent litigation and prosecution; securities litigation; technology transactions; trademark, copyright and trade secrets; and venture capital by *Chambers USA*. (2021)
  - Top-ranked for trademark prosecution and litigation in the U.S. and California by *World Trademark Review 1000*. (2022)
  - Named Technology Law Firm of the Year for the eighth consecutive year by Global M&A Network at its Americas M&A Atlas Awards. (2022)
  - Recognized for excellence in corporate, international trade, IP, and tax work in *Chambers Global*. (2022)
  - Recognized as the Best Performing Law Firm Overall (representing defendants and plaintiffs) in Patexia's Patent Litigation Report. (2022)

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